

(Reprinted with amendments adopted on June 5, 2007)

SECOND REPRINT

A.B. 280

ASSEMBLY BILL NO. 280—ASSEMBLYMEN SMITH, BUCKLEY, HORNE, ANDERSON, PARNELL, ATKINSON, BEERS, BOBZIEN, CLABORN, CONKLIN, GERHARDT, HARDY, HOGAN, KIHUEN, KIRKPATRICK, KOIVISTO, LESLIE, MANENDO, MORTENSON, MUNFORD, OCEGUERA, OHRENSCHALL, PARKS, PIERCE, SEGERBLOM AND WOMACK

MARCH 9, 2007

JOINT SPONSORS: SENATORS COFFIN AND MATHEWS

Referred to Concurrent Committees on
Education and Ways and Means

SUMMARY—Revises provisions governing licensed teachers and makes an appropriation. (BDR S-1051)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: Contains Appropriation not included in Executive Budget.

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EXPLANATION – Matter in ***bolded italics*** is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT making an appropriation for school districts that adopt pilot programs of performance pay and enhanced compensation for the recruitment and retention of licensed teachers; making an appropriation to continue certain contractual services of a consultant; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

- 1 **Section 2** of this bill appropriates money to provide for pilot programs of
 - 2 performance pay and enhanced compensation for the recruitment and retention of
 - 3 licensed teachers.
 - 4 **Section 3** of this bill appropriates money to continue the contractual services of
 - 5 a consultant to provide for the reporting of test scores of pupils and other
 - 6 educational services.
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* A B 2 8 0 R 2 *

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 **Section 1.** (Deleted by amendment.)

2 **Sec. 1.5.** (Deleted by amendment.)

3 **Sec. 2.** 1. There is hereby appropriated from the State
4 General Fund to the Department of Education for pilot programs of
5 performance pay and enhanced compensation for the recruitment
6 and retention of licensed teachers:

7 For the Fiscal Year 2007-2008..... \$5,000,000

8 For the Fiscal Year 2008-2009..... \$5,000,000

9 2. The Board of Trustees of the Clark County School District
10 and the Board of Trustees of the Washoe County School District
11 shall, and the board of trustees of a school district in a county whose
12 population is less than 100,000 may, submit an application to the
13 Department of Education that sets forth a pilot program of
14 performance pay and enhanced compensation for the recruitment
15 and retention of licensed teachers adopted by the school district and
16 negotiated pursuant to chapter 288 of NRS. In addition, each school
17 district that submits an application shall submit a copy of its
18 application to the Legislative Bureau of Educational Accountability
19 and Program Evaluation. The Department shall present a summary
20 of the applications to the Legislative Committee on Education. Each
21 application must be submitted on or before March 1, 2008, and must
22 specify the exact manner in which the money will be used for the
23 pilot program.

24 3. The pilot program developed by each school district that
25 submits an application must give appropriate consideration to
26 implementation in at-risk schools. In addition, the pilot program
27 may include, without limitation, the following components:

28 (a) Career leadership advancement options to maximize the
29 retention of teachers in the classroom;

30 (b) Professional development;

31 (c) Group incentives; and

32 (d) Multiple assessments of individual teachers, with primary
33 emphasis on individual pupil achievement and growth, including,
34 without limitation, portfolios of instruction, leadership and
35 professional growth, and other appropriate measures of teacher
36 performance must be considered.

37 4. Each pilot program must be developed in consultation with
38 an advisory board established by the school district which consists
39 of, without limitation:

40 (a) Representatives of businesses;

41 (b) Parents of pupils enrolled in the school district;



1 (c) Licensed educational personnel; and
2 (d) Other persons and representatives as the board of trustees
3 determines appropriate.

4 ➔ The total number of licensed educational personnel on the
5 advisory board must not exceed the total number of other members
6 on the advisory board.

7 5. The Department of Education shall distribute the money
8 appropriated by subsection 1 among the school districts whose
9 applications are approved pro rata based upon the number of pupils
10 enrolled in each school district. The amount of compensation that an
11 individual teacher may receive from the grant received by a school
12 district must not exceed \$3,000 per year.

13 6. The board of trustees of each school district that receives a
14 grant of money pursuant to this section shall evaluate the
15 effectiveness of the pilot program for which the grant of money was
16 awarded. The evaluation must include, without limitation:

17 (a) An evaluation of whether the pilot program is effective in
18 recruiting and retaining qualified teachers;

19 (b) The number of licensed teachers who participated in the pilot
20 program;

21 (c) The grade level of the schools that participated in the pilot
22 program;

23 (d) The subject areas taught by the teachers who participated, if
24 applicable;

25 (e) The level of experience of the teachers who participated;

26 (f) The goals and outcomes of the pilot program based upon the
27 components of the pilot program; and

28 (g) Any recommendations for consideration by the 75th Session
29 of the Nevada Legislature.

30 7. On or before January 1, 2009, the board of trustees of each
31 school district shall submit a report of its evaluation and any
32 recommendations to the:

33 (a) Legislative Committee on Education;

34 (b) Department of Education; and

35 (c) Legislative Bureau of Educational Accountability and
36 Program Evaluation.

37 8. The Department of Education shall compile the reports of
38 the evaluations and submit a written summary of the compilation to
39 the Director of the Legislative Counsel Bureau for transmittal to the
40 75th Session of the Nevada Legislature.

41 9. The Department of Education shall, in consultation with
42 representatives appointed by the Nevada Association of School
43 Superintendents and the Nevada Association of School Boards,
44 develop a formula for identifying at-risk schools for purposes of this



1 section. The formula must be developed on or before July 1, 2007,
2 and include, without limitation, the following factors:

3 (a) The percentage of pupils who are eligible for free or
4 reduced-price lunches pursuant to 42 U.S.C. §§ 1751 et seq.;

5 (b) The transiency rate of pupils;

6 (c) The percentage of pupils who are limited English proficient;

7 (d) The percentage of pupils who have individualized education
8 programs;

9 (e) The percentage of pupils who score in the bottom two
10 quarters on the mathematics portion or the reading portion, or both,
11 of the high school proficiency examination; and

12 (f) The percentage of pupils who drop out of high school before
13 graduation.

14 10. The sums appropriated by subsection 1 must not be used to
15 negotiate the salaries of teachers who participate in the program.

16 11. Any remaining balance of the appropriation made by
17 subsection 1 must not be committed for expenditure after June 30,
18 2009, by the entity to which the appropriation is made or any entity
19 to which money from the appropriation is granted or otherwise
20 transferred in any manner, and any portion of the appropriated
21 money remaining must not be spent for any purpose after September
22 18, 2009, by either the entity to which the money was appropriated
23 or the entity to which the money was subsequently granted or
24 transferred, and must be reverted to the State General Fund on or
25 before September 18, 2009.

26 **Sec. 3.** 1. There is hereby appropriated from the State
27 General Fund to the Interim Finance Committee:

28 For the Fiscal Year 2007-2008..... \$475,000

29 For the Fiscal Year 2008-2009..... \$475,000

30 2. The Interim Finance Committee shall use the money
31 appropriated by subsection 1 to continue the contractual services of
32 a consultant to provide for the reporting of test scores of pupils to
33 parents and to provide web-based data and to improve the
34 performance of pupils on statewide examinations, and to provide
35 related services identified by the Interim Finance Committee.

36 3. The sums appropriated by subsection 1 are available for
37 either fiscal year. Any remaining balance of those sums must not be
38 committed for expenditure after June 30, 2009, by the entity to
39 which the appropriation is made or any entity to which money from
40 the appropriation is granted or otherwise transferred in any manner,
41 and any portion of the appropriated money remaining must not be
42 spent for any purpose after September 18, 2009, by either the entity
43 to which the money was appropriated or the entity to which the
44 money was subsequently granted or transferred, and must be
45 reverted to the State General Fund on or before September 18, 2009.



1 **Sec. 4.** This act becomes effective on July 1, 2007.

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